



Board Summary Report

File #: 26-064

Agenda Date: 2/3/2026

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To: Board of County Commissioners

Through: Ron Carl, County Attorney

Prepared By:
Daniel C. Perkins, County Attorney's Office

Subject:
Approval of MOU with the Fraternal Order of Police regarding 2026 wage increases for FOP members.

Purpose and Request:

The purpose of this request is to obtain authorization for the Chair of the Board of County Commissioners to sign a Memorandum of Understanding granting an amendment to the collective bargaining agreement between the Fraternal Order of Police (FOP) and the County to set forth 2026 wage increases previously approved for FOP bargaining unit members.

Alignment with Strategic Plan: Workforce and Community Prosperity - Provide competitive wages, benefits, and workforce policies that attract and retain top talent, as is financially sustainable.

Background and Discussion: In December 2024, the County and FOP entered into a collective bargaining agreement covering the 2025, 2026, and 2027 calendar years. The CBA calls for wage reopener discussions in 2025 and 2026 for the next calendar year's wages. In 2025, the parties negotiated and agreed to certain wage increases for the 2026 year. This MOU articulates those increases.

Alternatives: The Board could decide not to approve this settlement agreement, which would lead to further negotiations and probable unfair labor practice charges, as the County has already begun implementing these raises for 2026.

Fiscal Impact: This has been previously discussed with the Board. This MOU will provide a clear, written understanding to both the County and the union as to the pay increases approved for bargaining unit members.

Alignment with Strategic Implementation Strategies: N/A.

Concurrence: The Sheriff's Office concurs with the negotiated pay raises.